

## Message Text

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ACTION AF-10

INFO OCT-01 EUR-12 ISO-00 EB-08 COME-00 OMB-01 TRSE-00

AID-05 STR-07 INT-05 DOE-15 SOE-02 IO-13 PM-05

NSC-05 SP-02 SS-15 CIAE-00 INR-10 NSAE-00 DODE-00

L-03 OES-09 GSA-02 FRB-03 XMB-02 /135 W

-----092827 271340Z /42

R 271000Z JUL 78

FM AMCONSUL LUBUMBASHI

TO SECSTATE WASHDC 2556

INFO AMEMBASSY PARIS

AMEMBASSY BRUSSELS

AMEMBASSY LONDON

AMEMBASSY KINSHASA

C O N F I D E N T I A L SECTION 01 OF 02 LUBUMBASHI 0894

E.O. 11652: GDS

TAGS: EMIN, CG

SUBJECT: STAFFING GECAMINES AT KOLWEZI

REF: LUBUMBASHI 0819

1. SUMMARY. NO DECISIONS YET ON SUSPENDED EXPATRIATES FROM GECAMINES KOLWEZI INSTALLATIONS. PRESIDENT MOBUTU, HOWEVER, HAS DECIDED TO LET ZAIRIANS REMAIN AS HEADS OF KOLWEZI PLANTS AND TO REDUCE BY 50 PERCENT TOTAL NUMBER OF EXPATRIATES WITH COMPANY OVER UNSPECIFIED TIME PERIOD. CONFUSION LIKELY TO COME FROM UNCLEAR RELATIONSHIP BETWEEN ZAIRIANS AND EXPATRIATES WILL PROBABLY FURTHER REDUCE PRODUCTION DURING 1978. PRESIDENT MOBUTU'S CONTINUING ROLE IN GECAMINES' DECISIONS IS ALSO A QUESTION MARK. END SUMMARY

2. GECAMINES (GCM) SENIOR EXPATRIATE STATED THAT AS OF JULY 27, NO WORD HAS BEEN RECEIVED FROM KINSHASA WHETHER FORMER KOLWEZI EXPATRIATES WERE TO BE REHIRED. AT END OF JULY, 60 DAYS WILL HAVE PASSED SINCE JUNE 1 EFFECTIVE DATE OF THE  
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SUSPENSION NOTICE SENT TO ALL EVACUATED KOLWEZI EXPATRIATES. IF NO ACTION IS TAKEN SUSPENSION NOTICE BECOMES A TERMINATION. DELEGATE GENERAL UMBA IS PRESENTLY IN PARIS, PRESUMABLY DISCUSSING EMPLOYMENT ISSUES, BUT MAY NOT RETURN BEFORE THE WEEKEND. SENIOR GCM EXPATRIATES IN LUBUMBASHI BELIEVE THAT CONTRACTS WILL BE ALLOWED TO LAPSE FOR ALL FORMER KOLWEZI EMPLOYEES. GCM WOULD THEN REHIRE ON

A SELECTIVE BASIS.

3. ACCORDING TO SAME EXPATRIATE SOURCES, MOBUTU HAS MADE TWO IMPORTANT DECISIONS IN PAST TWO WEEKS WHICH THEY BELIEVE WILL HAVE MAJOR IMPACT ON GCM OPERATIONS IF IMPLEMENTED. FIRST, THE PRESIDENT HAS DECIDED TO LEAVE ZAIRIANS IN CHARGE OF ALL GCM OPERATIONS IN KOLWEZI. EXPATRIATES WHEN THEY RETURN WILL HOLD SUBORDINATE AND TECHNICAL POSITIONS. SECOND, GCM WILL SEEK TO REDUCE THE TOTAL NUMBER OF EXPATRIATES IN ALL GECAMINES OPERATIONS THROUGHOUT SHABA BY 50 PERCENT OVER AN UNSPECIFIED PERIOD OF TIME. GECAMINES LONG-TERM EXPATRIATES, PARTICULARLY THOSE IN SENIOR POSITIONS, BELIEVE THAT SUCH A CUT IS AIMED DIRECTLY AT THEM. SINCE NO FURTHER DETAILS ARE AVAILABLE, MANAGEMENT CONTINUES TO HANDLE DAY-TO-DAY PROBLEMS, BUT IS MAKING NO LONGER RANGE PLANNING. THE FEELING PERSISTS THAT ALL OF THE NEXT MOVES REGARDING GECAMINES WILL BE MADE BY MOBUTU.

4. AS EXAMPLE OF INDECISION, GCM WAFFLED ON MEETING WITH IBRD SCHEDULED FOR MID-JULY IN KINSHASA WHICH OFFERED FOLLOW-UP TO JUNE 26 PARIS MEETING. IBRD SENT LETTER TO UMBA SAYING TEAM WOULD BE IN KINSHASA JULY 17-22 ON VARIETY OF MATTERS AND HOPED TO MEET WITH GCM REPS, PARTICULARLY TO DISCUSS STAFFING PROBLEM. UMBA SUGGESTED THAT SENIOR EXPATRIATE CHARLES PICQUET ATTEND MEETING.  
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PICQUET DECLINED SAYING UMBA SHOULD ATTEND HIMSELF SINCE CENTRAL ISSUE WAS FUTURE EXPATRIATE STAFFING, A SUBJECT ABOUT WHICH PICQUET COULD OFFER LITTLE INFORMATION. IN END NO SENIOR GCM REP IS BELIEVED TO HAVE MET WITH IBRD DELEGATION.

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C O N F I D E N T I A L SECTION 02 OF 02 LUBUMBASHI 0894

5. COMMENT. NO ACTION IS LIKELY ON SUSPENDED KOLWEZI EXPATRIATES UNTIL AFTER EFFECTIVE TERMINATION DATE. REHIRING WOULD THEN BE ON SELECTIVE BASIS, PRESUMABLY THOSE WHO ARE YOUNGER, MORE TECHNICAL, AND MORE ABLE TO WORK WITH ZAIRIANS. QUESTION REMAINS WHETHER ANY NUMBER OF EXPATRIATES WILL BE WILLING TO RETURN TO KOLWEZI LET ALONE TALENTED YOUNGER PEOPLE. ALL ARE LIKELY TO BE SKEPTICAL ABOUT COMPANY OWNED BY GOVERNMENT WHICH OFFERED NO PROTECTION AND STOPPED THEIR PAY FOLLOWING TRAUMATIC EXPERIENCES OF KOLWEZI EVENTS. RECENT RESIGNATIONS FROM OTHER GCM INSTALLATIONS IN SHABA HAVE BEEN HIGHEST PRECISELY AMONG THIS YOUNGER GROUP WHICH COMPANY WANTS TO KEEP BUT WHO SEE BRIGHTER FUTURES ELSEWHERE.

6. ALL REPORTS INDICATE THAT PRODUCTION HAS BEEN STEADY AT KOLWEZI FOR MONTH OF JULY, PUTTING OUTPUT OF COPPER AND COBALT NEAR JUNE LEVELS. CONTINUING INDE-  
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CISION ON RESTAFFING FOR KOLWEZI IS EXPECTED TO START HAVING IMPACT ON PRODUCTION IN AUGUST. ALL PREVIOUS PRODUCTION ESTIMATES BASED ON RETURN OF 50-75 PERCENT OF EXPATRIATES TO KOLWEZI BEFORE END OF YEAR. IF EXPATRIATES WILL ONLY HOLD TECHNICAL LEVEL POSITIONS AT KOLWEZI AND THEIR TOTAL NUMBER THROUGHOUT SHABA WILL BE DECREASED DURING THE COMING MONTHS, THE CONFUSION LIKELY TO RESULT FROM MANAGEMENT UNCERTAINTIES SHOULD FURTHER DECREASE PRODUCTION. UNDER ITS ORIGINAL SCENARIO, GECAMINES HOPED PRODUCTION WOULD EXCEED 400,000 MT OF COPPER FOR 1978. AFTER THE JUNE MEETING, THE IBRD ESTIMATED THAT 350,000 MT WAS A MORE REALISTIC 1978 FIGURE. IF THERE ARE MAJOR DISRUPTIONS IN PERSONNEL, DURING THE COMING MONTHS PRODUCTION COULD DROP BELOW 300,000 MT FOR THE YEAR. IN ADDITION, THE IBRD'S RESERVATIONS ABOUT FINAN-

CING THE CONTINUATION OF THE P-2 EXPANSION PROJECT ARE  
LIKELY TO GROW.

7. BROADER ISSUE OF CONTROL OF COMPANY BY PRESIDENT  
MOBUTU MUST BE CONSIDERED. SINCE KOLWEZI EVENTS, ALL  
MAJOR DECISIONS HAVE BEEN MADE BY MOBUTU AND CARRIED  
OUT BY UMBA WHO THOUGH HE MIGHT DISAGREE HAS BEEN  
HESITANT TO ASSERT HIMSELF. PERHAPS AFTER EXPATRIATE  
ISSUE IS SETTLED AND DEGREE OF NORMALCY RETURNS MOBUTU  
WILL RETURN DECISION MAKING TO GCM STAFF. IF THIS DOES  
NOT HAPPEN, POLITICAL STYLE OF MOBUTU WHICH SEEMS TO  
KEEP EVERYONE OFF BALANCE IS NOT LIKELY TO BE COMPATIBLE  
WITH REASONABLY RAPID TECHNICAL AND ECONOMIC DECISIONS  
WHICH GCM MUST MAKE.  
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## Message Attributes

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